

JEAN A. SAVAGE, ESQ.

Email: jasavage@pacifier.com

Present Occupation: Arbitrator, Mediator and Facilitator

Business Address:

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PROFESSIONAL AFFILIATIONS:

Oregon Labor and Employee Relations Assn. (LERA)

Oregon and Washington Mediation Associations (OMA and WMA)

Society of Federal Labor and Employment Relations Professionals (SFLERP)

EDUCATION:

JD Law George Washington University, 1986. (Emphasis in Labor Law)

MS Cornell University, School of Industrial and Labor Relations, 1970 (Collective Bargaining, Labor Law and Labor Movements)

BA Willamette University, 1961 (Major: Political Science, Minor: French)

CERTIFICATIONS:

Law District of Columbia

Mediation Community Mediation Services (CMS), Clark County, Washington

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1996 – Present: Arbitrator. Arbitrate labor relations cases (see industries and issues below) for FMCS, PERC (WA), and PERB (OR). Mediator. Mediate employment cases for EEOC, workplace cases as a private mediator and with Shared Neutrals, and community and small claims cases with CMS. Facilitator. Facilitate labor-management partnership groups, interest-based bargaining. Train facilitators for such work. **1985 to 1995:** served as specialist, attorney, and supervisory attorney for Federal Labor Relations Authority for 9 years and facilitated labor-management partnerships and interest-based negotiations for 1 ½ years. **1986 to 1987:** associate with Morgan, Lewis & Bockius. **1979 to 1985:** served as chief of national office labor relations unit and labor specialist for the IRS. **1976 to 1979:** held employment and labor relations positions with Pizza Hut, Inc. **1975 to 1976:** commissioner with Federal Mediation and Conciliation Service. **1971 to 1975:** field examiner for NLRB. **1966 to 1971:** coordinator and trainer for AFSCME.

INDUSTRIES:

Cement, education, health care, hospitals/nursing home, hotels/motels/casinos/resorts, maritime, office workers/clerical, police and fire, correctional institutions, retail stores. Public sector federal and nonfederal experience.

ISSUES:

Demotion; discipline (non-discharge); discipline (discharge); discrimination – age, disability, race, sex; drug/alcohol offenses; fringe benefits – leave; job performance; application and appointments, management rights; sexual harassment, wages – cost-of-living pay, incentive pay, classification and pay rate, overtime pay; working conditions/work orders.

PERMANENT PANELS:

Federal Aviation Administration, Northwest Mountain Region/PASS, NATCA, and NAATS.

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ARBITRATION ROSTERS:

Oregon Public Employment Relations Board
Public Employment Relations Commission (Washington)
Federal Mediation and Conciliation Service

PUBLISHED CASES:

102 FLRR 2-1044 (Federal Labor Relations Reporter), 102 FLRR 2-1045. (Also on cyberFEDS)

FEES:

Per diem fee:

Grievance and interest arbitration:

\$700.00 per day (8 hours) for hearing.

\$700.00 per day (8 hours) for preparation, research, and study of the decision and award.

Labor and workplace mediation:

\$800.00 per day (8 hours) for labor and workplace mediation. Preparation time is pro-rated.

Facilitation:

\$1200.00 per day (8 hours) for actual facilitation. Preparation time with parties is pro-rated.

Travel Time:

\$43.75 per hour

Cancellation Policy:

Once a hearing date is scheduled, my cancellation and postponement fees are as follows: for cancellation on the scheduled hearing date, the fee is \$700, for notice given less than 7 days prior to the hearing date, the fee is \$600; for 7 to 30 days prior to the scheduled hearing date, the fee is \$500. There is no fee for notice of more than 30 days.

Expenses:

Use of privately owned vehicle at current IRS rate or cost of airfare and car rental.

Actual cost of reasonable expenses for accommodations & meals.

No charge for copying, phone, or other office expenses.